

# All stakeholders matter in faculty development

Citation for published version (APA):

Iqbal, Z. (2020). *All stakeholders matter in faculty development: designing entrustable professional activities for small group facilitation*. [Doctoral Thesis, Maastricht University]. Ipskamp Printing BV. <https://doi.org/10.26481/dis.20201215mi>

**Document status and date:**

Published: 01/01/2020

**DOI:**

[10.26481/dis.20201215mi](https://doi.org/10.26481/dis.20201215mi)

**Document Version:**

Publisher's PDF, also known as Version of record

**Please check the document version of this publication:**

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

**General rights**

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

[www.umlib.nl/taverne-license](http://www.umlib.nl/taverne-license)

**Take down policy**

If you believe that this document breaches copyright please contact us at:

[repository@maastrichtuniversity.nl](mailto:repository@maastrichtuniversity.nl)

providing details and we will investigate your claim.

# All stakeholders matter in faculty development: Designing entrustable professional activities for small group facilitation

*Muhammad Zafar Iqbal*

1. Entrustable Professional Activities (EPAs) offer a novel approach to designing a structured faculty development program by outlining the training outcomes. (This thesis)
2. The concept of entrustment can be extended to teachers for assessing their readiness to perform daily academic tasks. (This thesis)
3. Four-components instructional design (4C/ID) is an evidence-based model that can be used to design an EPA-based training program. (This thesis)
4. Co-creating faculty development programs through collaboration among students, trainee teachers and teacher trainers is the way forward to ensure inclusive and rigorous program design. (This thesis)
5. Resonating with the ideology of the participatory design approach, the input of all relevant stakeholders must be ensured while designing EPAs for any profession.
6. A teacher who mentors students but ignores his/her own professionalization is like a lamp that gives light to other people but keeps itself in the dark.
7. The competence curve in health professionals is often not continuous but haphazard.
8. It is the responsibility of national regulatory bodies to mandate a basic teaching qualification (i.e., certification) for all health professionals who want to pursue a career in academia.
9. The EPA framework, resulting from this thesis, can serve as a learning guide for small group facilitators while building their academic portfolios.
10. William Yeats once said: "Education is not filling a bucket but lighting a fire". I take pride in saying that SHE has lit that fire in me.